

# **Welcome to the Workforce Development and Financial Empowerment: Employer Engagement 2016 Fall Convening2016 Convening**



# **Welcome Financial Empowerment in our Community**

Presented by:

**Eric  
Friedlander**

Director, Louisville Community Services



**LEAD CENTER**

# Louisville's Pacesetter Model for Financial Inclusion

October 14, 2016

# TODAY'S SPEAKERS

## **Rebecca Salon**

LEAD Center Project Director

National Disability Institute

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## **Elizabeth Jennings**

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**The National Center on Leadership for the Employment and Economic Advancement of People with Disabilities (LEAD)** is a collaborative of disability, workforce and economic empowerment organizations led by **National Disability Institute** with funding from the **U.S. Department of Labor's Office of Disability Employment Policy**, Grant No. #OD-23863-12-75-4-11.

This document does not necessarily reflect the views or policies of the U.S. Department of Labor's Office of Disability Employment Policy, nor does the mention of trade names, commercial products, or organizations imply endorsement by the U.S. Government.



# LEAD CENTER MISSION

- ▶ To advance sustainable individual and systems level change that results in improved, competitive integrated employment and economic self-sufficiency outcomes for individuals across the spectrum of disability.

[www.leadcenter.org](http://www.leadcenter.org)



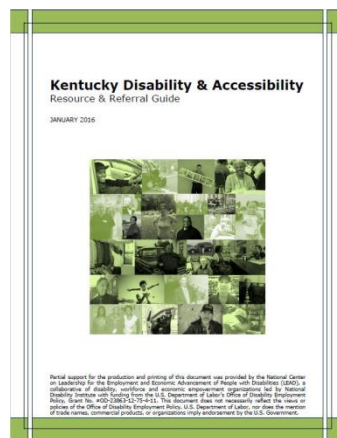
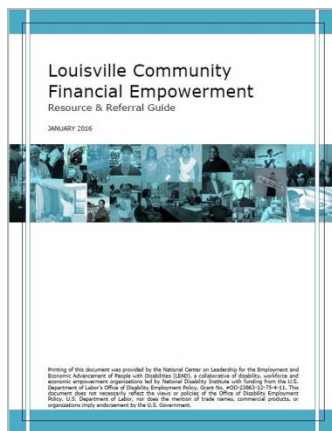
# A NEW DAY IS BORN

- ▶ In 2013, in partnership with the Cities for Financial Empowerment, the LEAD Center sought out a partnership with Louisville Metro Government to:
  - ▶ Create a Working Group of public and private community partners
  - ▶ Integrate financial capability within human and social services delivery
  - ▶ Create and refine an inclusive model
  - ▶ Build a toolkit and a set of strategies to replicate the model in cities across the country



# RESULTING IN MANY INNOVATIONS

- LADDER Working Group
- Online Financial Capability Toolkit
- Louisville Community Financial Empowerment Resource & Referral Guide
- Kentucky Disability & Accessibility Resource & Referral Guide
- Informational Pieces
- Financial Health Assessment Tool



LEARN SAVE GROW

Black On Louisville's network of more than 100 community partners can introduce you to a variety of free financial workshops and services in the Louisville area.



LEAD CENTER



# RECOGNITION OF YOUR SUCCESS

- ▶ National ADA 25<sup>th</sup> Anniversary
- ▶ Special Audience with DOL Office of Disability Employment Policy
- ▶ Seattle Financial Empowerment Summit
- ▶ NAWB 2016 Conference
- ▶ Financial Integration Team
- ▶ Louisville Model Replication Toolkit



**AS LOUISVILLE GOES....  
SO SHOULD GO THE NATION**

**AND THE TIMING HAS NEVER  
BEEN BETTER!**



# **FEDERAL POLICIES THAT SUPPORT THE INTEGRATION OF ECONOMIC ADVANCEMENT SERVICES WITHIN EMPLOYMENT SERVICES**



# DOL WIOA – FOCUS ON FINANCIAL LITERACY

- ▶ The financial literacy education program element may include activities which:
  - ▶ Support the ability of participants to create budgets, initiate checking and savings accounts at banks, and make informed financial decisions;
  - ▶ Support a participant's ability to understand, evaluate, and compare financial products, services, and opportunities and to make informed financial decisions;



# DOL WIOA – FOCUS ON FINANCIAL LITERACY, CONT.

- ▶ Support activities that address the particular financial literacy needs of youth with disabilities, including connecting them to benefits planning and work incentives counseling;
- ▶ Implement other approaches to help participants gain the knowledge, skills, and confidence to make informed financial decisions that enable them to attain greater financial health and stability by using high quality, age-appropriate, and relevant strategies and channels, including, where possible, timely and customized information, guidance, tools, and instruction.



# VOCATIONAL REHABILITATION (VR)

- ▶ VR can provide support, alone or with partners, to link people to jobs, job training, continuing education, and career advancement support
- ▶ VR can pay for and should encourage people to access benefits counseling
- ▶ VR is also a link to work incentives, Ticket to Work, and community Employment Networks (ENs)
- ▶ In a handful of states, VR pays for financial education and other services to build the financial stability of VR customers.



# CMS – HOME AND COMMUNITY BASED SERVICES (HCBS FINAL RULE)

## *Opportunity to Control Personal Resources*

- ▶ Employment or other habilitative services must offer opportunity to “control personal resources.”
- ▶ Consumers may need education to develop financial competency in order to manage benefits and finances while earning a paycheck.

# ACHIEVING A BETTER LIFE EXPERIENCE (ABLE) ACT

- ▶ ABLF accounts:
  - ▶ Are qualified savings accounts that receive preferred federal tax treatment (529)
  - ▶ Enable eligible individuals to save for disability related expenses
  - ▶ Total annual contributions may not exceed the federal gift tax limit, which is currently \$14,000
  - ▶ Aggregate contributions may not exceed the state limit for 529 savings accounts





# WHO IS ELIGIBLE TO BE AN ABLE ACCOUNT BENEFICIARY?

- ▶ To be eligible, individuals must meet two requirements:
    - 1) Age requirement: must be disabled before age 26
    - 2) Severity of disability:
      - ▶ Have been determined to meet the disability requirements for Supplemental Security Income (SSI) or Social Security disability benefits (Title XVI or Title II of the Social Security Act)
- OR
- ▶ Submit a “disability certification”, including a physician’s diagnosis, that the individual meets certain criteria

# IMPACT OF ABLE ACCOUNT ASSETS ON ELIGIBILITY FOR FEDERAL BENEFITS

- ▶ ABLE assets will be disregarded or receive favorable treatment when determining eligibility for most federal means-tested benefits
- ▶ ***For SSI only***, the first \$100,000 in ABLE Account assets will be disregarded
  - ▶ SSI payments will be suspended if the beneficiary's account balance exceeds \$100,000 but SSI benefits (eligibility) will not be terminated. *Funds above \$100,000 will be treated as resources*

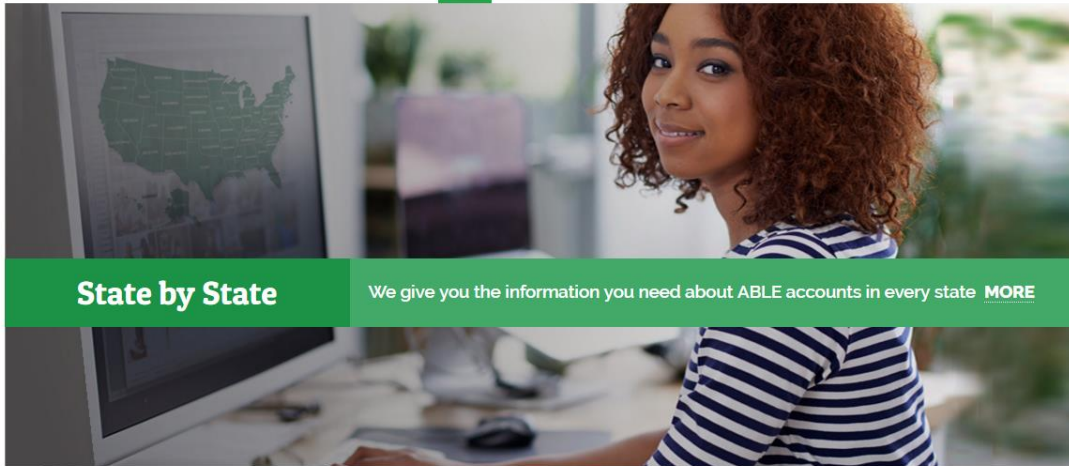


# ABLE NATIONAL RESOURCE CENTER

## WWW.ABLENRC.ORG



[Home](#) [Understanding ABLE](#) [State Review](#) [Resources](#) [Webinars](#) [News](#) [About](#)



### State by State

We give you the information you need about ABLE accounts in every state [MORE](#)

### What We're About

The **ABLE National Resource Center** (ANRC) is a collaborative whose supporters share the goal of accelerating the design and availability of ABLE accounts for the benefit of individuals with disabilities and their families. We bring together the investment, support and resources of the influential national disability organizations.

**10**  
**Things**  
You Should Know About  
**ABLE ACCOUNTS**

Join  
 **OUR MAILING LIST**  
For Important Information

# WHY IS FINANCIAL EDUCATION NEEDED?



# 2012 FINRA FOUNDATION NATIONAL FINANCIAL CAPABILITY STUDY

- ▶ **81 percent of people with disabilities did not have an emergency fund to cover three months of expenses**, as compared to 54 percent of people without disabilities;
- ▶ **70 percent of people with disabilities responded they could not come up with \$2,000 in an emergency**, as compared to 37 percent of people without disabilities;
- ▶ **Only 18 percent of people with disabilities had determined their retirement savings needs**, as compared to 41 percent of people without disabilities;
- ▶ **41 percent of people with disabilities used methods of non-bank borrowing, such as a pawnshop or payday loan**, as compared to 29 percent of people without disabilities; and
- ▶ **50 percent reported they were “not at all satisfied” with their current financial condition**, as compared to 30 percent of people without disabilities.

# THE BENEFITS OF FOCUSING ON FINANCIAL CAPABILITY

## **During the Employment Search:**

- Increases likelihood of success because a job is not the only goal
- Increases long term planning
- Greater educational attainment
- Improves economic stability

## **On the Job:**

- Improves employment outcomes
- Reduces employer turnover costs
- Keeps attention on the job, rather than financial crises

# FINANCIAL CAPABILITY IN THE WORKPLACE

- ▶ Financial stress is on the rise, impacting employee productivity, day-to-day operations, and personal health.
- ▶ “Two-thirds of North American employers offer their workers financial education”, (International Foundation of Employee Benefit Plans)
  - ▶ Benefits literacy education (49 percent).
  - ▶ Retirement security education (45 percent).
  - ▶ Financial literacy education (23 percent).
- ▶ Few employers have access to the resources provided here in Louisville to make a more financially capable workforce.

SHRM (Society for Human Resource Managers), April, 2016



# WHAT'S NEXT?

- ▶ Financial Integration Team (FIT)
  - ▶ Community of Practice
  - ▶ Louisville (Center for Accessible Living) is one of 12 sites
  - ▶ Monitoring what it takes to integrate financial capability services
  - ▶ Tracking outcomes for individuals
- ▶ Louisville Model Replication Toolkit
  - ▶ Guides other cities through the steps Louisville took to design and implement this model
  - ▶ Acknowledges the impact of LADDER in advancing strategies across systems community-wide





**OUR APPRECIATION TO YOU  
FOR THE IMPORTANT ROLE  
YOU HAVE PLAYED AND WILL  
CONTINUE TO PLAY**

# DISABLE POVERTY CAMPAIGN

**DISABLE POVERTY** is a grassroots campaign which aims to increase awareness about the nearly one in three Americans with disabilities that live in poverty and remain outside the economic mainstream.

THE TWO OVERARCHING GOALS OF THE CAMPAIGN, TO BE ACHIEVED IN THE NEXT 10 YEARS, ARE TO:



**50** ▼

DECREASE the number of working-age adults with disabilities living in poverty **by 50%**



**50** ▲

INCREASE the use of mainstream banking products and services among Americans with disabilities **by 50%**

TAKE THE PLEDGE AT  
[DISABLEPOVERTY.ORG](http://DISABLEPOVERTY.ORG)

**DISAB▲LEPOVERTY**

National Disability Institute | [realeconomicimpact.org](http://realeconomicimpact.org)

# CONNECT WITH THE LEAD CENTER

## ▶ Follow the LEAD Center...

- ▶ LEAD Center news: <http://eepurl.com/sQiHr>
- ▶ Facebook: [www.facebook.com/LEADCtr](http://www.facebook.com/LEADCtr)
- ▶ Twitter: [@LEADCtr](https://twitter.com/LEADCtr)
- ▶ LinkedIn: [linkedin.com/groups/LEAD-Center-4828089](https://www.linkedin.com/groups/LEAD-Center-4828089)
- ▶ YouTube: <https://www.youtube.com/user/LEADCtr>

## ▶ Join NDI's REI Network...

- ▶ Free webinars and tools: <http://bit.ly/REI-Network>

## ▶ Contact us:

- ▶ Rebecca Salon, Project Director, [rsalon@ndi-inc.org](mailto:rsalon@ndi-inc.org)
- ▶ Elizabeth Jennings, Asst. Project Director, [ejennings@ndi-inc.org](mailto:ejennings@ndi-inc.org)
- ▶ Aramide Awosika, Project Coordinator, [aawosika@ndi-inc.org](mailto:aawosika@ndi-inc.org)



# Engaging Employers in Financial Empowerment Integration

Presented by:

**Sangeetha  
Malaiyandi**

Senior Researcher, Evaluations and Policy  
Consumer Financial Protection Bureau's (CFPB)



*Willie Byrd- Director*

*Philip Donahue - Project Manager*

[www.coalition fwd.com](http://www.coalition fwd.com)

# Coalition for Workforce Diversity

- *An alliance of companies and individuals working together to create employment opportunities for people with disabilities.*
- *Creating opportunities, enhancing abilities.*

# Introduction

2010



2012



+ 24 Direct  
Service  
Providers  
  
+ 10 Ancillary  
providers

Single Points of Contact:  
Lead Partners

40 Employers



Broad range of service providers \*



- \* 35+ Direct Service Providers
- \* 3 public school districts, 3 private
- \* 12 Ancillary providers

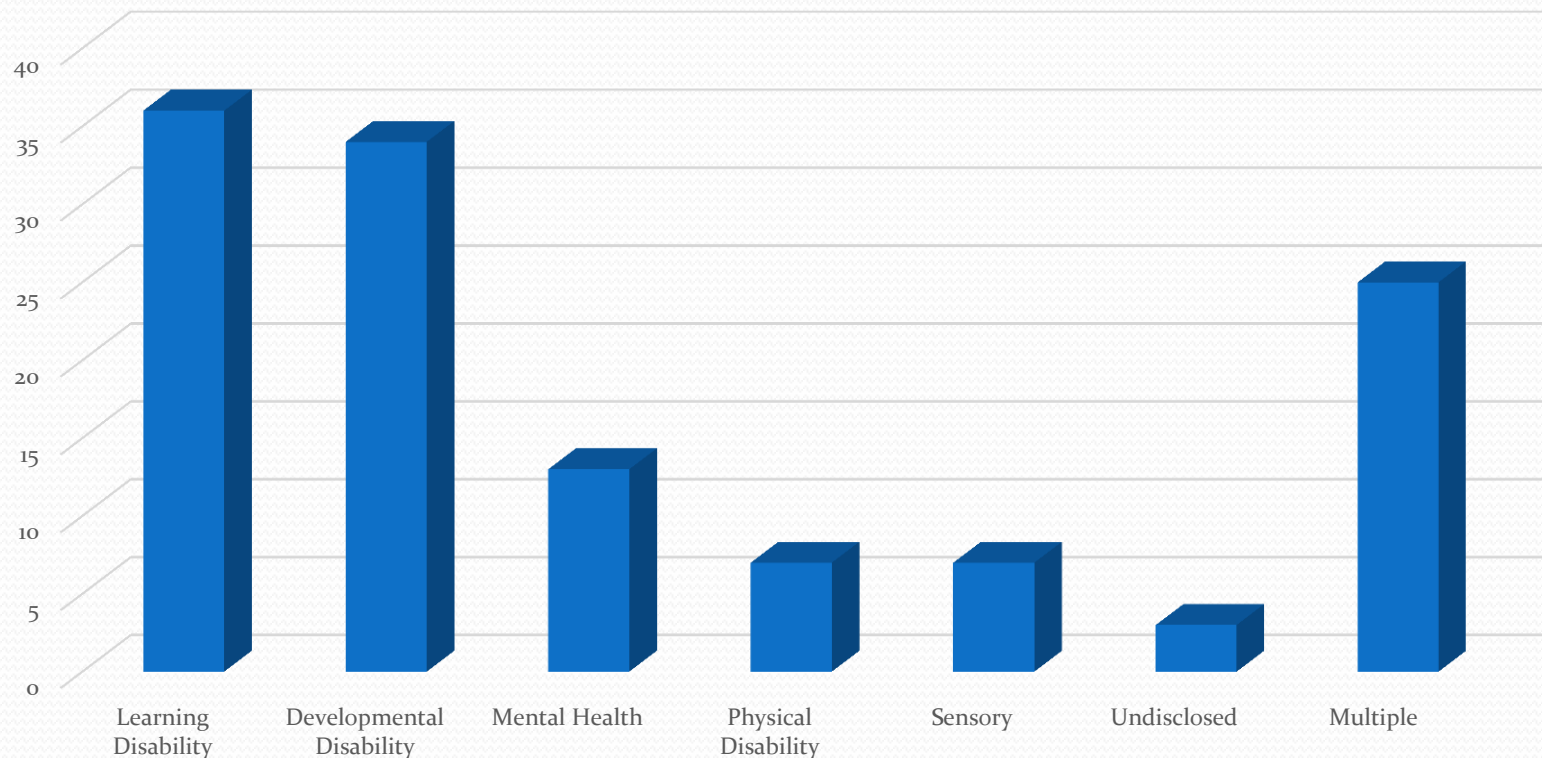


Ky. Office for  
the Blind



# Breakdown by primary diagnosis

People with a wide range of abilities and disabilities are obtaining jobs through the Coalition.



# Average wage and range

## Wage

- Year ending September 30, 2016 \$10.33
- Year Ending September 30, 2015 \$10.17
- Previous Program Year \$9.75
- Equates to a 6.5% increase

## Range

- Year Ending 9/30/16 \$7.50 - \$16.40/hour
- Year Ending 9/30/15 \$7.25 - \$16.50/hour
- Previous Program Year \$7.50 - \$14.35/hour

# Current Labor Market in Louisville

- More open jobs than in years
- Employers more in tune with inclusion and diversity- see disability as a diversity issue- want workforce to reflect their customer base
- More employers have positive experiences

# Employer Placements

- UPS
  - Best Buy Warehouse
  - Kroger
  - Lowes
  - Hyatt
  - Alliance Entertainment
  - Sodexo
  - Crowne Plaza
  - Walgreens
  - Parallon
  - Seven Counties Services
  - Walmart
  - Brown Hotel
  - FedEx
  - Cabela's
- 106 placements/ over 400  
since 2013

# Employer Recruiting in 2016

- Amazon
- Anthem
- Frisch's
- Geek Squad
- Gordon Food Service
- Guess Jeans
- Hollander
- Kentucky Humane Society
- LG&E
- Marriott
- Merry Maids
- Papa Johns
- Parker Hannifin
- PNC
- ResCare
- Stockyards Bank
- Time Warner Cable
- Trover Solutions
- Trinity Food Service
- Universal Protection Service

# New Industry Sectors

- Healthcare
- Information Technology
- Manufacturing

# Measuring Success

## Elements



Flourish

- Job retention rate
  - Median salary
- 

Employ

- # Jobs created (total, by employer)
  - # Individuals employed
- 

Launch

- Add major employers

# Summary

- More job opportunities than in the past
  - Employers staffing challenges
  - Employers in tune with disability as diversity
- Sector specific development efforts
- Higher average earnings
- Continue to expand number and types of employers

Net Effect.....the Coalition is:

*Creating opportunities, enhancing abilities.*



# Thank You!

## Questions?

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# **Modeling Success KCADV's Economic Opportunity Project**

Presented by:

**Andrea Miller**

Director, Economic Empowerment Programs  
Kentucky Coalition Against Domestic Violence

The Mission of the KY Coalition Against Domestic Violence is to mobilize and support member programs and allies to end intimate partner violence.



Kentucky Coalition  
Against Domestic Violence

**KCADV**

# Why we do what we do

- Started economic empowerment work in 2004
- Our program goal: ST safety to LT security – encourage building assets
- Motivational interviewing techniques and client driven goal setting are our most effective approaches
- Economic Empowerment “menu of services”
  - Individual Development Accounts (Classic, Car, Emergency)
    - Microloans
  - Emergency Funds
    - Housing grants
  - Free tax prep (VITA)



Kentucky Coalition  
Against Domestic Violence

**KCADV**

# IDA evolution

- Classic IDA started in 2004 with AFI grant; 505 purchases
- Need for transportation; Car IDA started in 2009; 138 purchases. Meet Linda ...
- Need for credit building (microloan program)
- Need for emergency savings; started in 2015; 2 completions
- Currently 205 enrolled in ALL IDAs



Kentucky Coalition  
Against Domestic Violence  
**KCADV**

# Micro-lending

- Created secured microloan program to assist with credit building using IDA as collateral
- Created unsecured microloan program in 2013 – funding from private grant sources
- Payments reported by KCADV to all three credit bureaus through CBA reporter platforms
- 210 loans issued: 30 active outstanding loans; 128 paid off; 52 charged off
- Credit score increases for participants – up to 70-100+ points in conjunction with another open active trade line in good standing and/or settlement of collections



Kentucky Coalition  
Against Domestic Violence  
**KCADV**

# Project Evaluation

- Project evaluation process started in 2014 – 402 participating
- Design: Intake, Intervention, Follow up (one year later)
- Measured several areas including Financial Goals, Financial Behaviors, Finances & Needs, Health & Safety, Quality of Life
- Significant increase in those looking at their credit and using a written budget
- Significant change in amounts owed (decrease overall debt)
- Average savings increased from \$187 to \$402
- Higher average scores on financial literacy and AFI scales
- Fewer basic needs not being met
- Significant increases in quality of life, self worth, feelings of confidence, and control



Kentucky Coalition  
Against Domestic Violence  
**KCADV**

# Challenges

- Balancing our mission with our financial empowerment responsibilities
- Working with advocates on assessment, processes, and client driven action plans



Kentucky Coalition  
Against Domestic Violence  
**KCADV**



# Recommended Strategies



- Using client-centered approaches – determine what services would best help your program mission
- Work with community partners to minimize staffing burdens and to avoid service duplication
- Seek opportunities for staff training/certification
- Look for several funding partners



Kentucky Coalition  
Against Domestic Violence  
**KCADV**

# Contact Information

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Kentucky Coalition  
Against Domestic Violence

**KCADV**

# Lunch & Networking

# Success in Integrating Financial Empowerment Strategies

Presented by:

**Sarah  
Richardson**

Program Coordinator  
Kentucky Career Center  
Office of Vocational Rehabilitation



“It is important to respect where the individual comes from but also to assist them to build the skills that they need to improve their situation”

Sarah R.

Program Coordinator



Support for the production and printing of this document was provided by the National Center on Leadership for the Employment and Economic Advancement of People with Disabilities (LEAD), a collaborative of disability, workforce and economic empowerment organizations led by the National Disability Institute with funding from the U.S. Department of Labor's Office of Disability Employment Policy, Grant No. H00-23863-12-754-11. This document does not necessarily reflect the views or policies of the Office of Disability Employment Policy, U.S. Department of Labor, nor does the mention of trade names, commercial products, or organizations imply endorsement by the U.S. Government.

# **Small table Work: Ideas/Strategies for engaging employers in Financial Empowerment efforts**

Presented by:

**Tina Lentz**

Executive Administrator  
Advocacy and Empowerment Division  
Louisville Metro Community Services

# Small Table Questions

1. What can community-based organizations do to improve financial capability for people with, and without, disabilities?
  - Who could they collaborate with to increase the availability of financial empowerment services?
2. How can employers be engaged in the financial empowerment efforts currently underway?
  - Are there any employers already engaged – and if so, how are they engaged?
3. From the discussion this morning, what most surprised/interested you? What is your take-away?
4. Sidebar: What can financial institutions do to increase engagement of people with disabilities with mainstream financial products and services? What is needed to better serve this population?

# Report Out

**Wrap up**

Lead by:

**Elizabeth  
Jennings**